



Central Intelligence Agency (CIA)

Objective 3.1.b: Internships and Fellowships – In this section, the Agency should identify internship and fellowship opportunities available to students, including Hispanic students. The Agency may also include if it has any partnerships with other national or regional educational or Latino organizations, such as the Congressional Hispanic Caucus Institute or Hispanic Association of Colleges and Universities to offer these opportunities in an effort to increase postsecondary education and workforce training completion.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Undergraduate Co-Op Program	On going Applications for winter, spring, and fall employment should be sent nine to twelve months before the desired start date.	This information is not publically available.	This information is not publically available.	This information is not publically available.	https://www.cia.gov/careers/student-opportunities/ https://www.cia.gov/careers/student-opportunities/undergraduate-students.html	<ul style="list-style-type: none"> a. For students in engineering, computer science, mathematics, economics, physical sciences, foreign languages, area studies, business administration, accounting, international relations, finance, logistics, human resources, geography, national security studies, military and foreign affairs, political science or graphic design. b. Will work on an alternating semester or quarterly basis. c. Expect to spend 3+ semesters or 4 quarters on the job. d. Targets student currently enrolled in schools with co-operative programs.
2. Undergraduate Internship Program	On going Applications for winter, spring, and fall employment should be sent nine to twelve months	This information is not publically available.	This information is not publically available.	This information is not publically available.	https://www.cia.gov/careers/student-opportunities/ https://www.cia.gov/careers/student-opportunities/undergraduate-students.html	<ul style="list-style-type: none"> a. For students majoring in engineering, computer science, mathematics, economics, physical sciences, foreign languages, area studies, business administration, accounting, international relations, finance, logistics, human resources, geography, national security studies, military and foreign affairs, political science or graphic design.



	before the desired start date.					b. Required to work a minimum of two work tours (Student work tour length is generally 90 days; however, the actual length of the work tour is agreed upon between the office and the student).
3. Undergraduate Scholarship Program	Application period is 1 July - 15 October.	This information is not publically available.	This information is not publically available.	This information is not publically available.	https://www.cia.gov/careers/student-opportunities/ https://www.cia.gov/careers/student-opportunities/undergraduate-scholarship-program.html	<p>a. For high school seniors enrolling in an accredited college or university, or college freshmen or sophomores enrolled in an accredited college or university.</p> <p>b. Financial need as demonstrated by the household income ceiling up to \$70,000 for a family of four, and \$80,000 for a family of five or more. If the applicant has not been listed as a dependent for the previous tax year, the household income ceiling is \$35,000 or less.</p> <p>c. Annual salary, federal benefits package, and up to \$18,000 per calendar year for tuition, fees, books and supplies</p> <p>d. Paid transportation between school and the Washington, DC area each summer, plus housing allowance.</p> <p>e. Must agree to continue employment with the CIA after college graduation equal to 1.5 times the length of sponsorship.</p>
4. Graduate Studies Program	On going Applications for winter, spring, and fall employment	This information is not publically available.	This information is not publically available.	This information is not publically available.	https://www.cia.gov/careers/student-opportunities/ https://www.cia.gov/careers/student-opportunities/graduate-	a. For graduate students who focus primarily on international affairs, languages, economics, geography, cartography, physical sciences, and engineering; other majors may be accepted.



	should be sent nine to twelve months before the desired start date.				students.html	<ul style="list-style-type: none"> b. Should be entering their first or second year of graduate studies in an accredited college or university. c. Active participation in projects with potential to have work disseminated throughout the Intelligence Community.
5. Graduate Scholarship Program	Application period is 1 July - 15 October.	This information is not publically available.	This information is not publically available.	This information is not publically available.	https://www.cia.gov/careers/student-opportunities/ https://www.cia.gov/careers/student-opportunities/graduate-scholarship-program.html	<ul style="list-style-type: none"> a. For students that are entering graduate school, current graduate students, or doctoral students. b. Financial need as demonstrated by the household income ceiling up to \$70,000 for a family of four, and \$80,000 for a family of five or more. c. If the applicant has not been listed as a dependent for the previous tax year, the household income ceiling is \$35,000 or less. d. Annual salary, federal benefits package, and up to \$18,000 per calendar year for tuition, fees, books and supplies. e. Paid transportation between school and the Washington, DC area each summer, plus housing allowance. f. Must agree to continue employment with the CIA after college graduation equal to 1.5 times the length of sponsorship.



Objective 3.1.c: Workforce Diversity – In this section, the Agency should include any activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce, including activities, investments, outreach and/or recruiting programs designed to create awareness of professional opportunities and increase the recruitment and hiring of Hispanics.

Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
The CIA is the premier agency responsible for providing global intelligence on the ever-changing political, social, economic, technological, and military environment. At the CIA, your paramount goal and mission will be to protect the national security of the United States. Virtually any job you can imagine is available at the CIA — plus, some you can’t even imagine.	Ongoing				To view all Career Opportunities visit the CIA career page: https://www.cia.gov/careers/opportunities/cia-jobs/	